

# No Fear Act Report

Data as end of March - Second Quarter of the Fiscal Year  
Report POC: Air Force Personnel Center, Randolph AFB, TX

Complaint Activity	Compared Data					
	2008	2009	2010	2011	2012	2013
Number of Complaints Filed in Fiscal Year	468	506	545	616	487	201
Number of Complainants	427	452	476	552	458	199
Repeat Filers	31	35	53	44	26	2

Complaints by Basis	Comparative Data					
	2008	2009	2010	2011	2012	2013
Race	192	208	196	239	182	78
Religion	10	18	16	20	18	12
Retaliation	203	226	271	288	203	80
Sex	152	187	165	168	161	60
National Origin	65	65	65	51	57	18
Color	59	45	58	55	43	23
Age	119	133	151	182	138	59
Disability	102	120	132	207	139	52
Equal Pay Act	2	6	5	5	3	2

Complaints By Issues	Comparative Data					
	2008	2009	2010	2011	2012	2013
Appointment	13	16	23	41	30	11
Assignment	76	63	76	91	75	34
Awards	13	11	10	10	13	6
Conversion	0	0	1	3	1	0
Disciplinary Action - Demotion	3	2	3	1	1	2
Disciplinary Action - Reprimand	27	28	23	30	24	14
Disciplinary Action - Suspension	24	25	29	31	33	21
Disciplinary Action - Removal	11	9	14	9	19	5
Disciplinary Action - Other	30	20	33	33	36	17
Duty Hours	18	21	27	21	27	6
Evaluation/Appraisal	108	115	92	101	74	26
Examination/Test	0	2	2	2	3	1
Non Sexual Harassment	134	141	170	169	170	62
Sexual Harassment	30	28	21	22	23	14
Medical Examination	3	4	9	4	6	3
Pay Including Overtime	8	23	21	29	20	10
Promotion/Non-Selection	66	107	84	97	58	32
Denied Reassignment	8	13	10	12	8	4
Directed Reassignment	23	16	28	21	19	9
Reasonable Accommodation	18	24	27	45	26	15
Reinstatement	2	0	3	3	2	1
Retirement	3	4	2	5	3	1
Termination	30	34	42	54	43	14
Terms/Conditions of Employment	71	52	72	85	68	27
Time and Attendance	34	35	26	32	30	14

Training	23	21	26	35	39	8
Other	104	125	149	157	129	43

Processing Time	Comparative Data					
	2008	2009	2010	2011	2012	2013
Complaints Pending During Fiscal Year						
Average Number of Days in Investigation Stage	188	199	204	224	260	287
Average Number of Days in Final Action Stage	235	328	349	227	306	267
Complaints Pending During Fiscal Year Where Hearing was Requested						
Average Number of Days in Investigation Stage	200	212	206	232	259	294
Average Number of Days in Final Action Stage	90	206	104	137	180	47
Complaints Pending During Fiscal Year Where Hearing was not Requested						
Average Number of Days in Investigation Stage	184	187	204	215	258	282
Average Number of Days in Final Action Stage	342	403	480	308	447	496

Complaints Dismissed by Agency	Comparative Data					
	2008	2009	2010	2011	2012	2013
Total Complaints Dismissed by Agency	63	62	88	84	68	25
Average Days Pending Prior to Dismissal	99	59	114	63	96	47
Total Complaints Withdrawn by Complaints	51	48	50	71	57	23

Total Final Action Finding Discrimintaion	Comparative Data					
	2008	2009	2010	2011	2012	2013
Total Number Finding	1	2	2	4	7	0
Without Hearing	0	1	1	0	0	0
With Hearing	1	1	1	4	7	0

Findings of Discrimination Rendered by Basis	Comparative Data					
	2008	2009	2010	2011	2012	2013
Total Number of Findings	1	2	2	4	7	0
Race	1(100.00%)	0	1(50.00%)	2(50.00%)	0	0
Religion	0	0	0	1(25.00%)	0	0
Retaliation	0	2(100.00%)	1(50.00%)	0	6(85.71%)	0
Sex	1(100.00%)	0	0	2(50.00%)	0	0
National Origin	0	0	0	0	0	0
Color	0	0	1(50.00%)	0	0	0
Age	0	0	0	1(25.00%)	1(14.29%)	0
Disability	0	0	0	1(25.00%)	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Basis	Comparative Data					
	2008	2009	2010	2011	2012	2013
Findings After Hearing	1	1	1	4	7	0

Race	1(100.00%)	0	0	2(50.00%)	0	0
Religion	0	0	0	1(25.00%)	0	0
Retaliation	0	1(100.00%)	1(100.00%)	0	6(85.71%)	0
Sex	1(100.00%)	0	0	2(50.00%)	0	0
National Origin	0	0	0	0	0	0
Color	0	0	0	0	0	0
Age	0	0	0	1(25.00%)	1(14.29%)	0
Disability	0	0	0	1(25.00%)	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Basis	Comparative Data					
	2008	2009	2010	2011	2012	2013
Findings Without Hearing	0	1	1	0	0	0
Race	0	0	1(100.00%)	0	0	0
Religion	0	0	0	0	0	0
Retaliation	0	1(100.00%)	0	0	0	0
Sex	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Color	0	0	1(100.00%)	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Issues	Comparative Data					
	2008	2009	2010	2011	2012	2013
Total Number of Findings	1	2	2	4	7	0
Appointment	0	0	1(50.00%)	0	0	0
Assignment	0	0	0	1(25.00%)	2(28.57%)	0
Awards	0	0	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	0	0	0	0	1(14.29%)	0
Duty Hours	0	0	0	0	1(14.29%)	0
Evaluation/Appraisal	0	0	0	1(25.00%)	3(42.86%)	0
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	1(100.00%)	0	1(50.00%)	2(50.00%)	1(14.29%)	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	1(14.29%)	0
Promotion/Non-Selection	1(100.00%)	0	0	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	1(14.29%)	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	1(14.29%)	0
Time and Attendance	0	1(50.00%)	0	0	2(28.57%)	0
Training	0	0	0	1(25.00%)	1(14.29%)	0

Other	0	1(50.00%)	0	0	2(28.57%)	0
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Findings of Discrimination Rendered by Issues	Comparative Data					
	2008	2009	2010	2011	2012	2013
Findings After Hearing	1	1	1	4	7	0
Appointment	0	0	0	0	0	0
Assignment	0	0	0	1(25.00%)	2(28.57%)	0
Awards	0	0	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	0	0	0	0	1(14.29%)	0
Duty Hours	0	0	0	0	1(14.29%)	0
Evaluation/Appraisal	0	0	0	1(25.00%)	3(42.86%)	0
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	1(100.00%)	0	1(100.00%)	2(50.00%)	1(14.29%)	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	1(14.29%)	0
Promotion/Non-Selection	1(100.00%)	0	0	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	1(14.29%)	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	1(14.29%)	0
Time and Attendance	0	1(100.00%)	0	0	2(28.57%)	0
Training	0	0	0	1(25.00%)	1(14.29%)	0
Other	0	0	0	0	2(28.57%)	0

Findings of Discrimination Rendered by Issues	Comparative Data					
	2008	2009	2010	2011	2012	2013
Findings Without Hearing	0	1	1	0	0	0
Appointment	0	0	1(100.00%)	0	0	0
Assignment	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	0	0	0	0	0	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0

Pay Including Overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	1(100.00%)	0	0	0	0

Pending Complaints Filed in Previous Years by Status	Comparative Data					
	2008	2009	2010	2011	2012	2013
Total Complaints From Previous Fiscal Years	202	216	243	281	334	521
Total Complainants	191	201	221	234	293	466
Number of Complaints Pending in Investigation	14	10	8	22	21	81
Number of Complaints Pending in Hearing	82	124	145	163	219	246
Number of Complaints Pending in Final Action	102	81	83	89	86	193
Number of Complaints Pending in Appeal with EEOC Office of Federal Operations	162	165	177	197	221	231

Complaint Investigations	Comparative Data					
	2008	2009	2010	2011	2012	2013
Pending Complaints Where Investigation Exceeds Required Time Frames	121	130	159	206	286	458